



Planning & Partnerships:
**Obtainable opportunities for
increasing the intercultural
competencies of all library employees**

Do great work

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Intercultural Development Inventory (IDI)

Motivation

- Around the same time the results from the Climate Study came out, the College started encouraging departments and groups on campus to participate in the IDI as part of their Inclusion Action Plans.

What is it?

- A confidential survey that is designed to provide feedback on both perceived and actual levels of intercultural competence.
- Participants receive an individual link to the survey, and after it is completed, the results are reviewed by a “Qualified Administrator” on campus. The QA meets with the individual privately to discuss the results and opportunities for growth.

Participation

- Approximately 70% of library staff chose to take the IDI the first time it was offered.
- It is offered to new employees on a rotating basis, and this summer individuals from the first cohort had the opportunity to retake the IDI to see their growth.

Programming

Internal

- “Town Crier” emails highlight events and opportunities to library employees
- Film and discussion series
- Recommended readings and discussions
- Workshops on topics related to diversity and inclusion
- Reporting out from conferences
- Created “mindset list” using demographic data about incoming first-year students

Partnerships

- Campus reading & discussion series
- Book displays
- Human Library, “Stop Bias at the Burg”
- Invited experts on campus to present to library staff and student employees
 - Safe Zone Training
 - Interrupting Bias
 - Working with international students
 - Neurodiversity*

Changes

Achieved

- Library statement on diversity & inclusion
- Resource box for neurodiverse students available for check out
- More accessible furniture
- Revised collection development policy
- Revised recruiting process for staff and student positions

Ongoing

- Move away from lunchtime meetings and events
- Improve signage
- Marketing of library initiatives related to diversity & inclusion
- Increase library engagement in campus initiatives

Future Plans

More emphasis on student employees

- Programming
 - Optional (paid) workshops
 - Weekly readings
- Recruiting students for more high impact work and learning opportunities

Committee development

- Reevaluate our diversity and inclusion statement
- Pursue new partnerships around campus
- Seek more professional development opportunities specific to diversity and inclusion

Questions? Contact us!

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Presentation available in our institutional repository:

<https://cupola.gettysburg.edu/librarypubs/120/>